

FREQUENTLY ASKED QUESTIONS

Texas Retirement System Changes to Part-Time Instructor Hours

Q: What is the TRS definition of Adjunct (Part-time Instructor)?

A: An adjunct faculty position is defined as an instructor position that is filled on a semester-by-semester basis, who is compensated on a per-class basis, and whose duties include only those directly related to instruction of students.

Historically, Blinn College has required part-time instructors to work no more than 19 hours per week to remain ineligible for TRS.

Q: What is the new TRS calculation of part-time instructor hours?

A: For instructors whose employment is measured in semester/course/instructional hours, time will be counted as a minimum of two clock hours for every hour spent teaching in the classroom or lab.

of classroom hours x 2 = # of hours worked

Example:

3 credit hours: 3 hr lecture x 2 = 6 clock hours x 3 courses = 18 clock hours/week

4 credit hours: 3 hr lecture + 3 hr lab = 6 clock hours x 2 = 12 clock hours/week

Q: How is TRS membership eligibility determined?

A: When a part-time instructor works 20 or more clock hours per week they will become eligible for TRS membership if the employment is expected to last for more than one semester or in fact does continue for more than one semester.

These employees are required to participate in TRS and costs associated with this benefit will be charged to the college.

Q: At what point is an employer required to enroll a part-time instructor in TRS?

A: The employer is not required to enroll a PT instructor in TRS until they have exceeded 4 ½ months of service (which is equal to a service year). For example, if a PT instructor exceeds 20 clock hours/week in a fall semester, but not in the spring semester, they do not have to be enrolled in TRS.

When the service year has been earned an employer must continue to contribute to TRS through the fiscal year regardless of the # of hours worked in subsequent semesters.

Q: What does this mean for current part-time instructors?

A: Blinn will be enrolling eligible part-time instructors in TRS beginning in the spring 2014 semester. Blinn will cover the 6.4% employee contribution amount through December 2014. New members will receive notification from TRS in the mail.